



PHARMAVITE LLC SUPPLIER CODE OF CONDUCT

Pharmavite's mission is to create new products for better health worldwide. To accomplish its mission, Pharmavite operates from a strong foundation of values – integrity, diversity and inclusion, passion, courage, and teamwork – and is committed to responsible business practices. Pharmavite seeks to partner with suppliers who share these values and commitment.

This Code of Conduct sets forth the minimum standards we expect our suppliers, their employees, agents and subcontractors to respect and adhere to when conducting business. Our suppliers are responsible for ensuring that their suppliers, employees, agents and subcontractors adhere to these standards.

COMPLIANCE WITH ALL APPLICABLE LAWS AND PRACTICES

Suppliers and their manufacturing facilities must fully comply with all applicable national and local laws and regulations and industry wide standards.

EMPLOYMENT PRACTICES

- **Voluntary Employment** – All labor must be voluntary. Suppliers must not use forced or involuntary labor (including the use of slave labor, indentured labor, prison labor, bonded labor and other forms of labor provided or obtained by force, fraud, coercion or threats) or participate in human trafficking. Workers must be allowed to maintain control over their identity documents. Suppliers must certify that materials incorporated into their products comply with laws on slavery and human trafficking of the country or countries in which they are doing business.
- **No Child Labor** – Suppliers must not use child labor. Suppliers must not employ workers below the minimum working age as defined by applicable local and national laws and regulations. In no event shall suppliers employ full time workers under the age of 14.
- **Working Hours** – Suppliers must ensure that working hours are not excessive and are consistent with the local and national laws and regulations. In jurisdictions where the laws and regulations do not address maximum working hours, then the standard work week should not exceed 60 hours. In the absence of regulations regarding working hours and rest days, employers must provide workers with rest days (at least one day off for every seven-day period) and leave privileges.
- **Discrimination / Rights** – All conditions of employment must be based on an individual's ability to do the job, not on the basis of personal characteristics or beliefs. Suppliers must not discriminate on the basis of race, color, national origin, gender, marital status, sexual orientation, religion, disability, and other similar factors.



- **Harassment and Abuse** – Suppliers’ workers must be treated with respect and dignity; workers must not be subject to physical, sexual, psychological or verbal harassment or abuse.
- **Freedom of Association and Collective Bargaining** – Suppliers must respect the rights of employees regarding their decision of whether or not to associate with any group, as long as such groups are legal in their locality. Suppliers must not interfere with, obstruct or prevent such legitimate activities.
- **Compensation; Timely Paid** – Suppliers must timely pay their employees at least the minimum wage required by the laws of the country or jurisdiction where such employees are working and their employees must be provided with legally mandated benefits, including holidays, leaves and any statutory severance when employment ends. Monetary fines or deduction in compensation as a means of disciplinary measure are not allowed.
- **Workplace Environment** – Suppliers must provide safe and healthy working conditions and, where provided, safe housing conditions. Suppliers must maintain accident/incident logs and appropriate first aid programs and supplies.

ENVIRONMENTAL IMPACT

Suppliers must operate with care for the environment and ensure compliance with applicable laws and regulations in the country where the supplier operates.

CORRUPTION AND BRIBERY

Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.

AUDIT AND TERMINATION RIGHTS

Pharmavite reserves the right to verify a supplier’s compliance with this Code. Specifically, Pharmavite reserves the right to make periodic, unannounced inspections of its suppliers’ facilities and the facilities of its supplier’s suppliers and subcontractors. A supplier must maintain, on site, any documentation that may be necessary to demonstrate compliance with this Code.

If Pharmavite becomes aware of any actions or conditions not in compliance with this Code, it reserves the right to demand corrective measures. Pharmavite also reserves the right to terminate any agreement with a supplier who does not comply with this Code.

Pharmavite reserves the right to amend or modify this Code at its discretion.